Improving EHDI Outcomes: Creating a Roadmap for Success

Establishing an Authentic Collaborative Effort Targeting Systemic Change
Welcome!

My hopes for this session . . .
The Dynamics of Change

- Sense of urgency
- Sense of ownership
- Sense of shared purpose & direction
Set goals and priorities

Identify key stakeholders & viable partners

Map out the process for collaboration

Establish benchmarks to determine progress
Ask yourself these key questions:

- Where are we? [data analysis]
- Who are we? [beliefs and perspectives]
- Where are we going? [common vision and goals]
Meeting Guidelines

- Prepare a meaningful agenda
- Clarify roles and responsibilities
- Provide resources necessary for the work
- Distribute minutes as a record of the work
Meeting Guidelines: Establish Group Norms

How will we support each other?

&

• How will we operate in order to maximize our time, resources and outcomes?
Meeting Guidelines: Group Norms

We will be productive by:

- Being courteous (no side conversations)
- Accepting new ideas
- Having clear, realistic & deep goals
- Being critical and open
- Being organized
- Being inclusive/valuing diversity
- Being succinct
- Being objective
The First Meeting: Establishing a Community through Commonality

- Establish the Need -- Need for Fundamental Change
- Create the Learning Environment -- Present Key Processes & Data
- Make Connections – Who are we?
  - What should other people know about your organization/role in terms of impact for families and children?
  - What are the major issues that you see in your work?
Defining the Focus

Foundation for the work
- Establishing the “charge” of the group
- Guiding Principles – refer to national research, guidelines, protocols to establish these

Beginning the work
- Based on your role, what areas do you see yourself making the most contributions toward?
- What other areas of focus do you have a vested interest in?
- Develop goals, priorities, and actions needed to achieve desired outcomes
Texas Deaf & Hard of Hearing Leadership Council: Birth to Three

Parent Involvement & Family Support

- Collaborative Coordination of Services
  - Family
  - Medical
  - Home
  - Professionals
  - Local

- Shared Service Delivery
  - AI/ECI

- Referral Protocol/Process

- Professional Credentialing & Training

- Amplification & Monitoring

- Progress Monitoring
### Action Plan

**Committee:** __________________________  **Committee Chair:** __________________________  **Start Date:** _______________

**End Date:** _______________

**Committee Members:** __________________________

**Committee Members:** __________________________

**Committee Members:** __________________________

**Committee Members:** __________________________  **Evaluation:** Products presented @ next meeting

### Area of Priority:

<table>
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<tr>
<th>Assumption of Need (What is the current situation?)</th>
<th>Desired State (What do we want to accomplish/improve?)</th>
<th>Action (What needs to happen?)</th>
<th>Person(s) responsible? (Who?)</th>
<th>What CHALLENGES exist?</th>
<th>What RESOURCES/OPTIMUMS exist?</th>
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Group Roles

- Facilitator
- Recorder
- Thinker
Group Share

- We are most excited about . . .
- We are wondering about . . .
- We still need . . .
Subcommittees: Action Plan Development

- Incorporate new ideas
- Make adjustments
- Determine needed data
Honoring the Work of the Group: Strategies for Success

- Keep the momentum moving forward
- Celebrate success along the way
- Listen and respond to feedback
- Follow through on stated goals and timelines
- Keep multiple avenues of communication
- Use data in the decision making process
- Use technology to stay connected
- Keep your eye on the prize!
Lessons Learned

- We have more in common than we realize – we are more alike than we are different
- Group dynamics are best respected in a trusting atmosphere
- Sometimes the work will be hard
- Patience is a virtue
- Synergy is possible
Reflection

What was the most important thing about being together?
"Start by doing what's necessary, then what's possible, and suddenly you are doing the impossible."
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